



MULTAN ELECTRIC POWER COMPANY

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No. 10520-39/Company Secy

Office of
The Company Secretary

Dated: 28-4-22

1. Mr. Jalil-Ur-Rehman Tarin
209-A, 27th Street,
Off Khayaban-e-Roomi, DHA, Phase-8, Karachi.
2. Mr. Allahyar Khan
Chief Executive Officer,
MEPCO Multan.
3. Commodore Muhammad Siddiq (R),
D-22, Street # 2, Navel Housing Scheme (NHS),
Hilal Road, F11/1, Islamabad.
4. Sardar Naufil Mahmud,
70-B, Sarfraz Rafiqi Road,
Lahore Cantt 54810, Lahore.
5. Mr. Javed Iqbal Khan,
Joint Secretary (Budget), Govt of Pakistan
Finance Division Islamabad.
6. Mr. Ahmed Taimoor Nasir
Joint Secretary (Transmission),
Room No. 220 Ministry of Energy
(Power Division), Islamabad.
7. Mr. Nauman Siddiqui,
59-G Commercial, Phase-I,
DHA, Lahore.
8. Muhammad Shafiq Ur Rahman
214 - Pak Block, Allama Iqbal Town
Lahore.
9. Mr. Arif Mansoor,
1st Floor, Central Design Building,
Old Anarkali, Lahore.
10. Muhammad Saleem Shah Bukhari,
Bukhari & Company, 40-41-A,
Ali Arcade, Multan.
11. Mr. Akhtar Hussain Qamar,
Watan Builders, Old Sales Tax Building,
Vehari Chowk, Multan.

Sub:- MINUTES OF 183RD BOARD MEETING HELD ON 16-04-2022.

Enclosed please find herewith Minutes of 183rd BOD Meeting held on **16-04.2022 (Saturday) at 11:00 AM in Board's Meeting Room MEPCO H/Qs Khanewal Road Multan,** for information and necessary action please.

DA/as above


COMPANY SECRETARY MEPCO

Copy to:-

1. All G.Ms under MEPCO Ltd Multan.
2. All Chief Engineers under MEPCO Ltd Multan.
3. Finance Director, MEPCO Ltd Multan.
4. All D.Gs under MEPCO Ltd Multan.
5. The Manager (MM) & Procurement (Distn) MEPCO Multan.
6. The Manager (Transport) MEPCO Ltd Multan.
7. Deputy Manager (Civil) MEPCO Ltd Multan.
8. The Staff Officer to CEO MEPCO H/Q Multan.

MULTAN ELECTRIC POWER COMPANY

MINUTES OF 183RD BOD MEETING, HELD ON 16-04-2022 (SATURDAY) AT 11:00 AM IN BOARD'S MEETING ROOM, MEPCO HEAD QUARTER KHANEWAL ROAD MULTAN.

- | | |
|----------------------------------|-------------------------------|
| 1. Mr. Jalil-Ur-RehmanTarin | Chairman (Through Video Link) |
| 2. Mr. Ahmad Taimoor Nasir | Director (Through Video Link) |
| 3. Mr. Nauman Siddiqui | Director (Through Video Link) |
| 4. Muhammad Shafiq-Ur-Rahman | Director (Through Video Link) |
| 5. Sardar Naufil Mahmud | Director (Through Video Link) |
| 6. Mr. Arif Mansoor | Director (Through Video Link) |
| 7. Mr. Javed Iqbal Khan | Director (Through Video Link) |
| 8. Commodore Muhammad Siddiq (R) | Director (Through Video Link) |
| 9. Mr. Allahyar Khan | CEO/Director |
| 10. Muhammad Saleem Shah Bukhari | Director |
| 11. Mr. Akhtar Hussain Qamar | Director |
| 12. Mr. Sajid Yaqoob | Company Secretary |

Following MEPCO officers attended the Meeting on call.

- | | |
|----------------------------------|--------------------------|
| 1. Engr. Abdul Sattar | General Manager (Tech) |
| 2. Engr. Nasir Ayaz Khan Gurmani | General Manager (Op) |
| 3. Engr. Muhammad Naeem | General Manager (CS) |
| 4. Engr. Zafar Iqbal Gill | Chief Engineer (Dev) PMU |
| 5. Mian Ansar Mahmood | Finance Director |
| 6. Mr. Liaqat Ali Memon | D.G (HR & Admin) |

Meeting started under the Chairmanship of Mr. Jalil-Ur-Rehman Tarin. The Chair noted the quorum to be in order. Proceedings commenced with recitation of Verses from the Holy **Quran** by Mr. Sajid Yaqoob. The Members and key management personnel declared that they are not directly or indirectly, concerned/interested in any contract or arrangement being considered in this Board meeting.

Following agenda items were presented to the Board, the resultant discussions and decisions of the BOD are narrated as under: -

AGENDA ITEM NO. 1

Leave of absence of Honorable Members of BOD Meeting.


The Chairman of Board of Directors noted that all the members are available.

AGENDA ITEM NO. 2

To consider and confirm the minutes of the 182nd BOD Meeting held on 12-03-2022.

Company Secretary apprised that the minutes of 182nd BOD Meeting held on 12-03-2022 duly endorsed by the Chairman BOD were circulated among all Board Members. The Chairman BOD invited the attention of all Members for offering any reservation(s)/comments(s) regarding approval of the minutes. The Board resolved as follows.

Resolution

183-BOD-R1 There being no objection from the house, **RESOLVED** that the Minutes of 182nd BOD Meeting held on 12-03-2022 be and is hereby confirmed as true record of the proceedings of the meeting. 

AGENDA ITEM NO. 3

To review the compliance status on the directions issued by BOD during its 182nd Meeting held on 12-03-2022.

Resolution

183-BOD-R2 RESOLVED that deliberation upon subjected agenda is hereby deferred to next meeting.

AGENDA ITEM NO. 4

To consider and confirm Circular Resolution No. 02/2022 dated: 30-03-2022.

With the permission of Chair, Company Secretary apprised the members that matter regarding placement of funds was presented to members on urgent basis. The members passed below detailed resolution.

RESOLVED that considering the request of Finance Director, approval be and is hereby accorded for placement of funds amounting to Rs. 26.60 billion as proposed under:

Sr. No.	Name of Bank	Banks Rating		SBP Discount Rate	Rate Offered by Banks	Amount Proposed (Rs. In Billion)	Percentage
		Short Term	Long Term				
1	Bank Al Habib	A-1+	AAA	9.75% P.A	12.10% P.A	6.650	25%
2	Habib Bank Ltd.	A-1+	AAA	9.75% P.A	11.75% P.A	5.320	20%
3	Bank Al Falah	A-1+	AA+	9.75% P.A	11.60% P.A	5.320	20%
4	Askari Bank Ltd.	A-1+	AA+	9.75% P.A	11.26% P.A	3.990	15%
5	United Bank Ltd.	A-1+	AAA	9.75% P.A	11.01% P.A	2.660	10%
6	Soneri Bank Ltd.	A-1+	AA-	9.75% P.A	11.01% P.A	2.660	10%

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R3 RESOLVED that Circulation No. 02/2022 dated 30-03-2022 be and is hereby approved and confirmed.

AGENDA ITEM NO. 5

To consider the following presentations.

- i. Quarterly performance for March, 2022.
- ii. Briefing on Ramzan, Summer and Moonsoon Emergency Plans.
- iii. Procurement status and timeline upto June, 2022.

Resolution

183-BOD-R4 RESOLVED that deliberation upon subject agenda is hereby deferred to next meeting.

AGENDA ITEM NO. 6

To review the updated status regarding recruitment of Chief Executive Officer MEPCO.

With the permission of Chair, agenda was presented by Company Secretary. He informed the members that upon completion of due process for appointment of CEO MEPCO, a panel of 03 candidates was recommended to Ministry of Energy (Power Division), GoP, Islamabad with the request to seek approval of the Govt. of Pakistan for appropriate candidate for the position of Chief Executive Officer MEPCO. However, above recommendations were subject to outcome of the Writ Petitions filed in Lahore High Court Bench at Multan. Now, Writ Petition No. 20368/2021 Titled Maqshoof Bashir vs. FOP etc., No. 1900/2022 Titled Muhammad Ali Yasir vs. FOP etc. and No. 20096/2021 Titled Sajid Maqsood Ex-SSK vs. FOP etc. filed against the appointment of Chief Executive Officer MEPCO have been dismissed / withdrawn. The present status of Writ Petitions has also been communicated to Ministry of Energy (Power Division), GoP, Islamabad. The Board was further informed that legal opinion regarding order/judgment passed by Honorable Lahore High Court in above Writ Petitions has been received from Deputy Director

(Legal) vide his letter No. 29401-02 dated: 14-04-2022. Upon query of the Chair, Director Legal informed that there is nothing which attracts any action on part of the Board.

The Board noted updated status with satisfaction.

AGENDA ITEM NO. 7

Matters relating to Audit & Finance Committee.

i) Approval of un-audited quarterly accounts for F.Y 2021-22 (2nd Quarter).

With the permission of the Chair, Finance Director presented un-audited 2nd quarter accounts for F.Y 2021-22. He gave a detailed presentation to members regarding the Profit and Loss Statement, Purchase and Sales Analysis, Balance Sheet and Cash Flow statement for the period ended 31-12-2021. FD presented following salient features to members as under:-

	<u>Rs.In Million</u>
i. Sales	199,474
ii. Cost of Electricity	181,212
iii. Gross Profit	18,262
iv. Operating Expenses:	
-Salaries & others	8,178
-Post Retirement	5,211
-Depreciation	2,832
-Interest	998
	17,219
v. Operating Profit	1,243
vi. Other Income (Including Amortization)	4,572
vii. Net profit	5,615

The Board was further informed that Audit and Finance Committee of the BOD has also recommended the Board to accord its approval for un-audited Quarterly Accounts for 2nd Quarter FY 2021-22.


During the course of discussion, the members showed their concern for Division wise status of line losses. The members noted that some divisions have performed within the specified targets whereas others have underperformed. After detailed discussion, the members were of the view that relevant Committee of the Board should be presented detailed analysis of division wise line losses. The members also noted that permanent disconnected and deferred billing has also increased during first 6 months of the fiscal year. The management responded that efforts are being made to reduce these numbers and noticeable progress will be observed by the end of year. Participating into discussion, the Chairman Audit & Finance Committee informed the members that the Committee had also directed the management to present a proposal to mitigate the severe cash flow and amount in cash in transit with GPO. The management responded that a comprehensive proposal encapsulating all possible measures shall be presented to the Committee in due course of time.

The Board considered the presented accounts in detail and after due discussion resolved/directed as follows.

Resolution

183-BOD-R5 **RESOLVED** that considering the request of Finance Director and recommendations of Audit and Finance Committee, approval for Company's Un-Audited Accounts of 2nd Quarter for F.Y 2021-22 is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case. 

- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board and Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

Direction

183-BOD-D1 DIRECTED GM (CS) to present following information to PSM Committee of the Board:-

- 1. Detailed analysis of division wise losses.
- 2. Updated status of permanent disconnected consumers and deferred amount.
- 3. Proposal for recovery of these outstanding amounts.

ii) **Approval for booking the adjustment of GoP Equity/Investment of Rs. 11,587 Million in the Books of Accounts.**

With the permission of the Chair, agenda was presented by Finance Director. He intimated the Board that matter regarding booking the adjustment of GoP Equity/Investment of Rs. 11,587 Million in the Books of Accounts was presented to Audit & Finance Committee wherein, the Committee has recommended to the Board for its approval for booking of Credit Memos/Adjustment of GoP Equity of Rs. 11,587 Million in the Books of Accounts of MEPCO.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R6 RESOLVED that considering the request of Finance Director and recommendations of Audit & Finance Committee, approval for booking of Credit Memos/Adjustment of GoP Equity of Rs. 11,587 Million in the Books of Accounts of MEPCO is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a. No material information has been withheld and the working paper represents all facts of the case.
- b. All legal and codal formalities have been complied with,
- c. There is no conflict of interest of any officer of MEPCO.
- d. Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e. Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

iii) **Approval for opening of assignment account (Foreign Currency-USD) for World Bank Loan No- 9318-PAK: Electricity Distribution Efficiency Improvement Project (EDEIP).**

With the permission of the Chair, the agenda was presented by Chief Engineer (Development) PMU. He apprised the Board that matter regarding opening of assignment account (Foreign Currency-USD) for World Bank Loan No- 9318-PAK: Electricity Distribution Efficiency Improvement Project (EDEIP) was presented to Audit & Finance Committee wherein, the Committee has recommended to the Board for approval for opening of assignment account (Foreign Currency-USD) for World Bank Loan No- 9318-PAK: Electricity Distribution Efficiency Improvement Project (EDEIP).

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R7 RESOLVED that considering the request of CE (Development) and recommendations of Audit & Finance Committee, approval for opening of assignment account (Foreign Currency-USD) for World Bank Loan No- 9318-

PAK: Electricity Distribution Efficiency Improvement Project (EDEIP) with the National Bank of Pakistan, Main Branch, Multan for Disbursement, arrangements and Utilization of Loan amount for Contractor's Payment is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

iv) Approval for regularization of Service Level Agreement with PITC.

With the permission of the Chair, the agenda was presented by D.G (IT). He apprised the Board that subjected agenda was discussed in Technical Automation and New Initiative Committee of BOD in its 5th meeting held on 14-02-2022 wherein, Committee directed to present the case in Audit and Finance Committee instead of Technical Automation and New Initiative Committee. Resultantly, the matter was presented in Audit & Finance Committee wherein the members were of the view that the matter relates to procurement of services, so Procurement & Disposal Committee is appropriate forum for discussion of the case. He requested the members to condone the requirement of presentation of case to relevant Committee as PITC is providing all services which plays vital role in MEPCO's business and collection of revenue and MEPCO is unable to pay legitimate payment to PITC for the last 3-4 months. On request of the management, the Board agreed to accede the request of management by allowing it to present the case.

With the permission of the Chair, DG (IT) gave a detailed presentation to members elaborating all facts of the case. Upon query of the Chair, CEO explained the urgency of the issue by stating that MEPCO is under contractual obligations regarding different matters and payment is not being made to PITC due to one reason or the other. PITC, an arm of the MoE, rendering services to MEPCO for its business operation. The CEO raised his concern that in case payment to PITC is not made within next few days, MEPCO's business will be badly affected.

After detailed discussion, the members were of unanimous view that the management must honor its contractual obligations of already signed SLA with PITC in true letter and spirit and release all payments immediately which are due to PITC. However, if the management feels it necessary that the existing Service Level Agreement needs to be revised then the same should be done by establishing a proper rationale considering the changing aspects like technology, other DISCOs agreements with PITC and the use of hardware etc. The legally vetted and mutually agreed revised draft should be presented to Board after presenting to the Technical Automation & New Initiative Committee.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R8 Considering the request of D.G (IT) duly endorsed by Finance Director & Chief Executive Officer and based on the understanding developed after detailed briefing by the management, **RESOLVED that** the management is bound to abide by its contractual obligations of the Service Level Agreement already signed between MEPCO and PITC. The management is directed to release outstanding payments to PITC in order to regularize the matter. However, if the management feels it necessary that existing Service Level Agreement needs to be revised then

the same should be done by establishing a proper rationale considering the changing aspects like technology, other DISCOs agreements with the PITC and the use of hardware etc. The legally vetted & mutually agreed revised draft should be presented to Board after presenting to Technical Automation & New Initiative Committee.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

v) **To consider the authentication of revised foundation design / drawings by the Central Design Office (CDO) WAPDA in respect of S.E Office Complex (Triple Storey) Muzaffargarh.**

To accord administrative approval to revised estimate and extension of time for payment of balance amount to the contractor.

With the permission of the Chair, the agenda was presented by General Manager (Op). He apprised the Board that the matter regarding authentication of revised foundation design / drawings by the Central Design Office (CDO) WAPDA in respect of S.E Office Complex (Triple Storey) Muzaffargarh and revised estimate and extension of time for payment of balance amount to the contractor was presented to Audit & Finance Committee wherein, the Committee has referred the case to Board for collective deliberation.

With the permission of Chair, General Manager (Op) gave a detailed presentation to members elaborating all facts of the case.


The members deliberated upon the issue at length and were of the considered opinion that CEO should do the needful to ascertain the exact payable amount by confirming the original material rates as per original contract and get the measurements re-checked of executed work carried out as per final bill submitted by the contractor. However, the management must ensure that no EOT will be allowed in this whole exercise. After due consideration, the Board resolved as follows.

Resolution

183-BOD-R9

Considering the request of the General Manager (Op) and recommendations of the Audit & Finance Committee, **RESOLVED** that CEO shall do the needful to ascertain the exact payable amount by confirming the original material rates as per original contract and get the measurements re-checked of executed work carried out as per final bill submitted by the contractor. However, the management must ensure that no EOT will be allowed in this entire exercise.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of MEPCO. 

- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

vi) Approval for enhancement of capital receipt budget FY 2021-22.

With the permission of the Chair, the agenda was presented by Finance Director. He apprised the Board that matter regarding enhancement of capital receipt budget FY 2021-22 was presented to Audit & Finance Committee wherein, the Committee has recommended to the Board for its approval for enhancement of capital receipt budget FY 2021-22 subject to the condition that the budget will be allocated/utilized after actual receipt of funds. After due consideration, the Board resolved as follows.

Resolution

183-BOD-R10 RESOLVED that considering the request of Finance Director and recommendations of Audit & Finance Committee, approval for enhancement in Capital Receipt Budget from Rs.5,598 (M) to Rs.7,000 (M) subject to the condition that the budget will be allocated / utilized after actual receipt of funds is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

AGENDA ITEM NO. 8

Matters relating to HR & Nomination Committee.

i) Approval for grant of disparity reduction allowance.

With the permission of the Chair, the agenda was presented by DG (HR & Admin). He briefed the members that matter regarding grant of disparity reduction allowance was presented to HR & Nomination Committee wherein, the Committee has recommended to the Board for its approval for grant of disparity reduction allowance.

Upon query of the Chair, DG (HR & Admin) responded that only NTDC has approved the proposed allowance whereas; other DISCOs are in process of approving this allowance.

After due consideration, the members decided to defer the case till next meeting.

Resolution

183-BOD-R11 RESOLVED that subjected case is hereby deferred.

ii) Approval for recruitment for the post of Director (Security & Vigilance).

With the permission of the Chair, the agenda was presented by D.G (HR & Admin). He apprised the Board that matter regarding recruitment for the post of Director (Security & Vigilance) was presented to HR & Nomination Committee wherein, the Committee has recommended monthly lump sum salary package for the post of Director (Security & Vigilance) to MEPCO BOD for issuance of offer of appointment letter to the selected candidate. Draft offer of appointment was also presented to members for their deliberation.

During the course of discussion, the members desired that followings should be incorporated in offer of appointment.

- 1. Entitlement in lieu of leaves 

2. The incumbent will be directly reporting to CEO.
3. The period of engagement should be 3 years, extendable on satisfactory performance which can be terminated on one month notice.
4. 70% of lump sum pay i.e. Rs. 300000/- will be considered as basic pay and annual increment will be up to 10%.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R12 RESOLVED that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for issuance of offer of appointment along with lump sum salary package to the selected candidate for the post of Director (Security & Vigilance) is hereby accorded. The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of the MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

iii) Approval of SOP for internship program.

With the permission of the Chair, the agenda was presented by D.G (HR & Admin). He apprised the Board that the matter regarding SOP for internship program was presented to HR & Nomination Committee wherein, the Committee has recommended to the Board for its approval of SOP for internship program.


After due consideration, the Board resolved as follows.

Resolution

183-BOD-R13 RESOLVED that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for proposed paid Internship Policy is hereby accorded. The allocation of quota will be as under:-
"80% quota for engineering department and 20% quota for other departments (Non-Engineers)".

FURTHER RESOLVED that approval for publication of advertisement in the daily newspaper for hiring the services of suitable candidates for Paid Internship in different departments of MEPCO is hereby accorded and CEO MEPCO is hereby authorized to hire the services of 100No. paid internees every year on a 6 months duration basis. No extension in Internship period will be neither entertained or granted. Nor any internee will be accommodated in MEPCO in any capacity. Unless he was to apply under the normal advertised recruiting process. An affidavit on a stamp paper will be signed by internees at the time of induction. Moreover, Finance Director MEPCO is advised to allocate annual budget of Rs.4,50,00,000/- for Paid Internship.

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with. 

- c) There is no conflict of interest of any officer of MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

iv) **Approval for training plan to enhance soft skills / hard skills, knowledge and abilities of MEPCO officers.**

With the permission of the Chair, the agenda was presented by D.G (HR & Admin). He apprised the Board that matter regarding training plan to enhance soft skills / hard skills, knowledge and abilities of MEPCO officers was presented to HR & Nomination Committee wherein, the Committee has recommended to the Board for its approval of training plan. However, certain amendments were proposed with the direction to incorporate the same in the training plan while presenting the case to Board. DG (HR & Admin) informed that proposed amendments have been incorporated and briefed the members about amendments.

One of the members of Board pointed out that proposal for conducting training programs on Project Management and Contract Management from PIMS Lahore and Islamabad were not recommended by the Committee and instead different proposals were given by members of HR & Nomination Committee. He emphasized that proposal should be amended in light of directions of HR & Nomination Committee.

During the course of discussion, one of members commented that no homework has been carried out before submission of subjected proposal. He proposed that management should carry out a training need analysis and consequently targeted population should be identified. Best institutes should be explored from where the training along with certification can be obtained for employees. All members agreed with proposal with comments that management must carry out a proper analysis before proceeding in this matter.

After detailed discussion, the members agreed for training course on Work Place Ethics from Air University only with the direction to provide post training analysis to ascertain the quality and impact of this training.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R14 RESOLVED that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval to conduct Work Place Ethics training from Air University Multan @ Rs. 20000/- for 2 days training with the direction to provide post training analysis is hereby accorded. The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

v) **Approval of MEPCO deputation policy-2022 intercompany transfer policy on wedlock basis-2022 (for female employees).**

With the permission of the Chair, the agenda was presented by D.G (HR & Admin). He apprised the Board that matter regarding MEPCO deputation policy-2022 intercompany transfer policy on

wedlock basis-2022 (for female employees) was presented to HR & Nomination Committee wherein, the Committee had directed DG (HR & Admin) to present the changes made in draft policy in tabular form while presenting the case to Board. In compliance of directions of HR & Nomination Committee, DG (HR & Admin) presented a comparison of PEPCO Deputation Policy and proposed MEPCO Deputation Policy.

After due consideration, the Board desired that person who will join MEPCO on his free will or compassionate grounds will not be entitled for deputation allowance and this condition should be incorporated while issuance of NOC. Moreover, the effective date for implementation of this policy will be with effect from 16-04-2022. The members also desired to share deputation policy with other DISCOs for comparison and comments. In addition to aforementioned observations, minor amendments were proposed by members which were noted by management for compliance.

After detailed deliberation, the members agreed to approve MEPCO Deputation Policy with the direction to incorporate the changes proposed by members. After due consideration, the Board resolved as follows.

Resolution

183-BOD-R15 RESOLVED that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval of the MEPCO deputation policy-2022 intercompany transfer policy on wedlock basis-2022 (for female employees) is hereby accorded with the direction to incorporate the changes proposed by members. **(Attached as Annexure-A)**

The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- e) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

vi) Approval of request for extension of deputation period.

With the permission of the Chair, the agenda was presented by D.G (HR & Admin). He apprised the Board that matter regarding request for extension of deputation period was presented to HR & Nomination Committee wherein, the Committee has regretted the proposal for extension of deputation period in respect of Mr. Farrukh Mushtaq, Deputy Commercial Manager MEPCO presently working in PPMC. However, DG (HR & Admin) was directed to present list of all MEPCO Officers/Officials on deputation (Local/Abroad).

In compliance of directions of HR & Nomination Committee, DG (HR & Admin) briefed that 23 No. employees of MEPCO are on local / abroad deputation, out of which 19 employees are on local deputation whereas; 4 are on abroad deputation. Moreover, deputation period of 5 employees has been expired and deputation period for 18 employees has been extended.

After due consideration, the members were of the view that respective organizations should be requested to absorb the deputationists or send them back to MEPCO whose deputation period has been expired and if any employee fails to report his arrival in MEPCO despite being released from other organization, disciplinary action shall be initiated against the delinquent. Similar action shall be started by DG (HR & Admin) once the deputation period for 18 employees expires.

After due consideration, the Board resolved/directed as follows. 

Resolution

183-BOD-R16 RESOLVED that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, the proposal for extension of deputation period in respect of Mr. Farrukh Mushtaq, Deputy Commercial Manager MEPCO presently working in PPMC is hereby regretted.

Direction

183-BOD-D2 DIRECTED DG (HR & Admin) to request the respective organizations to absorb the deputationists or send them back to MEPCO whose deputation period has expired and if some employee fails to report arrival in MEPCO despite being released from other organization, disciplinary action shall be initiated against the delinquent. Similar action shall be started once the deputation period for 18 employees expires and they fail to report back.

vii) Approval for ratification of transfer / posting order of officers (BPS-19 & 20).

With the permission of the Chair, the agenda was presented by D.G (HR & Admin). He apprised the Board that matter regarding ratification of transfer / posting of officers (BPS-19 & 20) was presented to HR & Nomination Committee wherein, the Committee has recommended to the Board for its approval for ratification of transfer/posting orders of MEPCO officers (BPS-19 & 20).

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R17 RESOLVED that considering the request of D.G (HR & Admin) and recommendations of HR & Nomination Committee, approval for ratification regarding transfer / posting of MEPCO officers (BPS-19 & 20) is hereby accorded. The resolution is based on the following confirmations by the management of MEPCO.

- a) No material information has been withheld and the working papers represent all facts of the case.
- b) All legal and codal formalities have been complied with.
- c) There is no conflict of interest of any officer of MEPCO.
- d) Certified that the case has been checked by the sponsoring officer and is complete in all respects for consideration of Board of Directors, MEPCO.
- a) Concerned official/officer of MEPCO's management would be liable for any omission/misstatement of the facts and figures in the working papers.

viii) Approval for the following.

- i. Hiring of HR performance management specialist in MEPCO.
- ii. Hiring of individual GIS consultant.
- iii. Hiring of individual IT consultant.


Resolution

183-BOD-R18 RESOLVED that deliberation upon subjected agenda is hereby deferred to next meeting.

ix) Approval for request for conducting personal hearing of show cause notice under rule-12 of Pakistan WAPDA Employees (E&D) rules-1978 against Mr. Abdul Wahid, XEN (Op) MEPCO Division Haroonabad.

The Board desired that Chairman of relevant Committee or Board should be briefed about the case at length before presenting the case to relevant Board Committee or Board. After due consideration, the members resolved to defer the case.

Resolution

183-BOD-R19 RESOLVED that deliberation upon subjected agenda is hereby deferred to next meeting. 

AGENDA ITEM NO. 9

Matters relating to Procurement & Disposal Committee.

i) Approval for allocation of 01 No. 132/11.5KV, 31.5/40MVA power transformer to HESCO on loan basis.

With the permission of the Chair, the agenda was presented by Chief Engineer (Dev) PMU. He apprised the Board that matter regarding allocation of 01 No. 132/11.5KV, 31.5/40MVA power transformer to HESCO on loan basis was presented to Procurement & Disposal Committee wherein, the Committee has recommended the case to Board for its approval subject to certification from Management that Power Transformer of 40MVA can be spared and allocated to HESCO on loan basis. Furthermore, Power Transformer is also available as backup in warehouse to meet with any emergency at GSO System.

In compliance of direction of Procurement and Disposal Committee, CE (Development) confirmed the Board that MEPCO can spare 40 MVA power transformer and power transformer is also available to meet with any emergency.

After due consideration, the Board resolved as follows.


Resolution

183-BOD-R20 RESOLVED that considering the request of Chief Engineer (Dev) PMU and recommendations of Procurement & Disposal Committee, approval for allocation of 01No. 132/11.5KV, 31.5MVA power transformer to HESCO on loan basis is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a. No material information has been withheld and the working paper represents all facts of the case.
- b. All legal and codal formalities have been complied with.
- c. 01-No. Power Transformer of 40MVA can be spared and allocated to HESCO on loan basis. Management must obtain a confirmation from HESCO that a new transformer under procurement by HESCO and delivery due in September will be delivered directly to MEPCO.
- d. Further 01-No. 31.5/40MVA Power Transformer is also available as backup in warehouse to meet with any emergency at GSO System.
- e. That there is no conflict of interest of any member/Officer of the MEPCO.
- f. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- g. Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- h. Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

ii) Approval of tender no. 18-19/GSC (2021-22) tender-1: construction of equipment foundations and allied works of 132KV switch yard and control house building for new 132KV grid station Donga Bonga under MEPCO own resources, acceptance of tender and award of contract.

With the permission of the Chair, the agenda was presented by Chief Engineer (Dev) PMU. He apprised the Board that matter regarding approval for Tender No. 18-19/GSC (2021-22) for construction of equipment foundations and allied works of 132KV switch yard and control house building for new 132KV grid station Donga Bonga under MEPCO own resources was presented to Procurement & Disposal Committee, wherein the Committee recommended the case for Board's approval with the direction to provide price reasonability of quoted rate. 

In compliance of direction of Procurement and Disposal Committee, CE (Development) provided analysis of quoted rates and showed his satisfaction that quoted rates are reasonable and justified. The members agreed to accede the proposal.

One of the members showed his reservation by pointing out that it has been reiterated time and again that no case will be presented to Board without project schedule/timeline but the management is failed to comply with the directions of Board. The subjected matter has also been presented without any timeline. The Board recorded its displeasure for such state of affairs and directed the management to present project plan of subjected project to Board in next meeting. On the request of CEO, Board agreed to accord approval of the subjected tender, however, Board recorded that this approval is last one without presentation of project plan. The management noted the concern of Board for future compliance.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R21 RESOLVED that considering the request of Chief Engineer (Dev) PMU, recommendations of Tender Evaluation Committee and Procurement & Disposal Committee of the Board, approval for acceptance of tender and award of contract to the single evaluated responsive bidder M/S M Saeed Contractor Faisalabad amounting to Rs. 37,808,501/- (including 5% PST) for construction of equipment foundations and allied works of 132KV switch yard and control house building of new 132KV grid station Donga Bonga under MEPCO own resources is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a. No material information has been withheld and the working paper represents all facts of the case.
- b. All legal and codal formalities have been complied with.
- c. That there is no conflict of interest of any member/Officer of MEPCO.
- d. MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e. Technical and financial evaluation of the bid submitted for the said procurement have been carried out correctly on the basis of true facts of each bid submitted by the bidders.
- f. Previously, there is no issue on supplier side from which this procurement is being made.
- g. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- h. The procurement will be in accordance with the approved financial budget and procurement plan.
- i. Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- j. The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- k. Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

iii) **Approval of tender no. 18-19/GSC (2021-22) tender-2: construction of residential colony, roads and allied works of 132KV grid station Donga Bonga under MEPCO own resources, acceptance of tender and award of contract.**

With the permission of Chair, the agenda was presented by Chief Engineer (Dev) PMU. He apprised the Board that matter regarding approval of Tender No. 18-19/GSC (2021-22) for construction of

residential colony, roads and allied works of 132KV grid station Donga Bonga under MEPCO own resources, acceptance of tender and award of contract was presented to Procurement & Disposal Committee, wherein the Committee recommended the case for Board's approval with the direction to provide price reasonability of quoted rate.

In compliance of direction of Procurement and Disposal Committee, CE (Development) provided analysis of quoted rates and showed his satisfaction that quoted rates are reasonable and justified. The members agreed to accede the proposal.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R22 RESOLVED that considering the request of Chief Engineer (Dev) PMU, recommendations of Tender Evaluation Committee and Procurement & Disposal Committee of the Board, approval for acceptance of the tender and award of contract to the single evaluated responsive bidder M/S M Saeed Contractor Faisalabad amounting to Rs. 44,982,463/- (including 5% PST) for construction of residential colony, roads and allied works of 132KV grid station Donga Bonga under MEPCO own resources is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a. No material information has been withheld and the working paper represents all facts of the case.
- b. All legal and codal formalities have been complied with.
- c. That there is no conflict of interest of any member/Officer of the MEPCO.
- d. MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e. Technical and financial evaluation of the bid submitted for the said procurement have been carried out correctly on the basis of true facts of each bid submitted by the bidders.
- f. Previously, there is no issue on supplier side from which this procurement is being made.
- g. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- h. The procurement will be in accordance with the approved financial budget and procurement plan.
- i. Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- j. The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- k. Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

iv) Approval of bid rate for construction of boundary wall, main gate & stacking yard for RRE store at 132 KV Grid Station Garah More.

With the permission of Chair, the agenda was presented by General Manager (Op). He apprised the Board that matter regarding bid rate for construction of boundary wall, main gate & stacking yard for RRE store at 132 KV Grid Station Garah More was presented to Procurement & Disposal Committee, wherein the Committee recommended the case for Board's approval with the direction to provide price reasonability of quoted rate.

In compliance of direction of Procurement and Disposal Committee, GM (Op) provided analysis of quoted rates and showed his satisfaction that quoted rates are reasonable and justified. The members agreed to accede the proposal.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R23 RESOLVED that considering the request of General Manager (Op), recommendations of Tender Evaluation Committee and Procurement & Disposal Committee of the Board, approval of rate 36.99% above on BOQ cost Rs.4.225 million with bid cost Rs.5.787 million and contract cost including 5% PST Rs.6.077 million of M/s A.Q Construction Company Kotri for Construction of Boundary Wall, Main Gate & Stacking Yard for RRE Store at 132KV Grid Station Garah More is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a. No material information has been withheld and the working paper represents all facts of the case.
- b. All legal and codal formalities have been complied with.
- c. That there is no conflict of interest of any member/Officer of MEPCO.
- d. MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e. Technical and financial evaluation of the bid submitted for the said procurement have been carried out correctly on the basis of true facts of each bid submitted by the bidders.
- f. Previously, there is no issue on supplier side from which this procurement is being made.
- g. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- h. The procurement will be in accordance with the approved financial budget and procurement plan.
- i. Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- j. The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- k. Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

v) **Approval of bid rate for construction of over head water tank of capacity 5000 gallons, underground water storage tank of 10000 gallons, re-habilitation of sewerage and water supply lines in MEPCO Colony LiaqatPur.**

With the permission of Chair, the agenda was presented by General Manager (Op). He apprised the Board that matter regarding bid rate for construction of overhead water tank of capacity 5000 gallons, underground water storage tank of 10000 gallons, re-habilitation of sewerage and water supply lines in MEPCO Colony LiaqatPur was presented to Procurement & Disposal Committee, wherein the Committee recommended the case for Board's approval with the direction to provide price reasonability of quoted rate.

In compliance of direction of Procurement and Disposal Committee, GM (Op) provided analysis of quoted rates and showed his satisfaction that quoted rates are reasonable and justified. The members agreed to accede the proposal.

After due consideration, the Board resolved as follows.



Resolution

183-BOD-R24 RESOLVED that considering the request of the General Manager (Op), recommendations of Tender Evaluation Committee and Procurement & Disposal Committee of the Board, approval of rate 39.99% above on BOQ cost Rs.3.876 million with bid cost Rs.5.425 million and contract cost including 5% PST Rs.5.697 million of M/s A.Q Construction Company Kotri for Construction of overhead water tank of capacity 5000 gallons, underground water storage tank of 10000 gallons, re-habilitation of sewerage and water supply lines in MEPCO Colony LiaqatPur is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a. No material information has been withheld and the working paper represents all facts of the case.
- b. All legal and codal formalities have been complied with.
- c. That there is no conflict of interest of any member/Officer of MEPCO.
- d. MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e. Technical and financial evaluation of the bid submitted for the said procurement have been carried out correctly on the basis of true facts of each bid submitted by the bidders.
- f. Previously, there is no issue on supplier side from which this procurement is being made.
- g. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- h. The procurement will be in accordance with the approved financial budget and procurement plan.
- i. Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- j. The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- k. Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

vi) **To consider the findings/recommendations of enquiry committee constituted to probe into the matter regarding procurement of distribution transformers.**

With the permission of the Chair, the Convenor Enquiry Committee briefed the Board about the proceedings, findings and recommendations of committee. After detailed discussion and deliberation, the Board resolved as follows.

Resolution

183-BOD-R25 RESOLVED that considering the recommendations of Enquiry Committee, approval for following is hereby accorded against Tender No. 100/2021;

- a. To forfeit performance guarantee against Tender No. 100/2021 as per clause 36 of special conditions of bidding documents.
- b. To initiate process for blacklisting of the firm M/s Grit (Pvt) Ltd. after observing official formalities.
- c. To carry out procurement for the Tender No. 100/2021 at risk and cost of M/s Grit Pvt Ltd. as per Clause 36-b of tender documents / purchase order.
- d. To contact & request other DISCOs about debarring/blacklisting of M/s Grit (Pvt) Ltd. as well as recovery of risk & cost from the firm in favor of MEPCO.

FURTHER RESOLVED that CEO shall constitute an Enquiry Committee against Tender No. 116 and 118/2021 to ascertain the followings.

- a. Whether delay in finalization of the Tender No. 116/21 and 118/21 was intentional or unintentional?
- b. Why the bid bond was not asked to be extended?
- c. Why the decision was not taken in time?

AGENDA ITEM NO. 10-a

Any other point with the permission of the Chair.

1. **Approval for procurement of 15000 (5000x3) lots static 3-phase energy (T/No. 188/22 dt: 14.02.2022) bid validity upto 14.04.2022.**
2. **Approval for procurement of 4848 No. (1212x4) 25 KVA dist. transformers (T/No. 196/22 dt: 08.03.2022) bid validity upto 07.05.2022.**
3. **Approval for procurement of 1000 No. 50 KVA dist. Transformers (T/No. 197/22 dt: 08.03.2022) bid validity upto 07.05.2022.**
4. **Approval for procurement of 850 No. (425x2) 100 KVA dist. transformers (T/No. 198/22 dt: 08.03.2022) bid validity upto 07.05.2022.**
5. **Approval for procurement of 750 No. (375x2) 200 KVA dist. transformers (T/No. 199/22 dt: 08.03.2022) bid validity upto 07.05.2022.**

With the permission of Chair, the subjected agendas were presented by GM (Technical). He apprised the Board that the subject cited tenders were floated by the Procurement Distribution Directorate to meet with the annual demand of distribution material, as envisaged in Procurement Plan of MEPCO for the financial year 2021-22 duly approved by Board under “Single Stage-Single Envelope” method of procurement. GM (Technical) stated that the financial quotes received in all these tenders were substantially higher than the purchase orders issued in MEPCO and other DISCOs during the last procurement cycle. However, the rates are either lower or at par with other DISCOs who have issued purchase orders recently.

While taking part into the briefing, the Chairman Procurement & Disposal Committee added that the Procurement & Disposal Committee was given an understanding by the management that prices are substantially higher mainly due to the deterioration of Pak rupees against US dollar, increasing trend in the LMEs of various metals and freight charges.

Upon query of Chair, GM (Technical) asserted that shortage of material would make it difficult for management to accomplish the challenging targets assigned by the Board in the Annual Budget for the FY 2021-22. Further, the market indicators (e.g. LME, gasoline prices, freight charges and US dollar exchange rate etc.) are still on increasing side, if we go for retendering with similar market dynamics, there is a risk that the prices would be even higher as the MEPCO’s request to extend the bid validity has already been rejected by a number of bidders. The CEO seconded the stance of GM (Technical) by commenting that the procurement of distribution material is crucial for continuity and smooth functioning of the business operations, hence BOD is requested to accord approval for proposed procurements. The GM (Technical) extended the briefing by stating that validity of most of the bids shall be expiring in near future. MEPCO is experiencing extreme shortage of material in the field, resulting in the backlog of village electrification, pending connections and delay in execution of HT and LT proposals.

Continuing with his briefing, GM (Technical) confirmed that all codal formalities, pertaining to the aforesaid procurement as envisaged in the PPRA Rules and other applicable SOPs/Rules were duly complied with and all information disclosed in the working paper being presented before the Board is fairly stated.

The Chair invited the comments of Finance Director regarding budget issue for proposed procurements. Finance Director informed the members that approval for enhancement of Capital

Receipt Budget from Rs. 5,598 M to Rs. 7,000 M has been approved by Board but the utilization/allocation is subject to actual receipt of funds. The receipt of funds against capital receipt is not sufficient to meet with the procurement of 25, 100 & 200 kVA Transformers vide Tender No. 196/22, 198/22 & 199/22 respectively. However, there is an unallocated amount under AMR CAPEX budget which can be re-appropriated against DOP and ELR to meet with these procurements. CEO also requested the members to accord its approval for this re-appropriation as the market indicators (e.g. LME, gasoline prices, freight charges and US dollar exchange rate etc.) are still on increasing side, if we go for retendering with similar market dynamics, there is a risk that the prices would be even higher.

While participating into the discussion, Chairman Procurement & Disposal Committee proposed that it is highly unlikely that management will be able to procure AMR meters within current financial year as per procurement plan. Therefore, he proposed that management should plan for procurement of meters for replacement of electromechanical meters by utilizing remaining budget after re-appropriation for this purpose. All other members agreed with proposal.

After detailed discussion, the members were of unanimous view that MEPCO management should be allowed to move ahead with procurement because we do not want our business as well as general public to suffer. However, the tangible efforts need to be done to revamp the procurement and stock management processes in MEPCO to ensure that MEPCO will be in a better position during the next procurement cycle. Moreover, the management should maintain stringent criteria to ensure quality of procured material and strict compliance to tenders specifications should be observed during testing of material.

The Board resolved as follows.


Resolution

183-BOD-R26 RESOLVED that considering the request of General Manager (Tech), recommendations of Tender Evaluation Committee and Procurement & Disposal Committee of the Board, approval for procurement of 15000 (5000x3) 3-Phase Whole Current Energy Meters @ Rs. 9200/- per Meter from M/s Vertex Electronics for (Lot-I), M/s Creative Electronics for (Lot-II) and M/s Accurate (Pvt.) Ltd. for (Lot-III) amounting to Rs. 138 million (excluding GST) against Tender No. 188/22 opened on 14.02.2022 is hereby accorded.

Resolution

183-BOD-R27 RESOLVED that considering the request of General Manager (Tech), recommendations of Tender Evaluation Committee and Procurement & Disposal Committee of the Board, approval for procurement of 1000 No. 50 kVA Transformers @ Rs. 424010/- each from M/s Pak Elektron (Lot-III) amounting to Rs. 424.01 million (excluding 17% GST & testing charges from Rawat) against Tender No. 197/22 opened on 08.03.2022 is hereby accorded.

Resolution

183-BOD-R28 Considering the request of Chief Executive Officer and General Manager (Tech), **RESOLVED that** approval for re-appropriation of budget amounting to Rs. 303.375 Million from unallocated amount under AMR CAPEX Budget Head to ELR & DOP Heads i.e. Rs. 139.986 Million to DOP and Rs. 163.389 Million to ELR Heads is hereby accorded. Moreover, if the procurement department feels it necessary, the remaining amount from AMR CAPEX Budget shall be re-appropriated to the extent of amount required for replacement of electromechanical meters on request of Procurement Department. 

Resolution

183-BOD-R29 **RESOLVED** that considering the request of General Manager (Tech), recommendations of Tender Evaluation Committee and Procurement & Disposal Committee of the Board, approval for the procurement of 4848 No. (1212x4) 25 kVA Transformers from M/s Pak Elektron (Lot-I & III) @ Rs. 279212/- each & M/s Transfo Power (Lot-II & IV) @ Rs. 298122/- each amounting to Rs. 1399.458 million (excluding 17% GST & testing charges from Rawat) against Tender No. 196/22 opened on 08.03.2022 is hereby accorded.

Resolution


183-BOD-R30 **RESOLVED** that considering the request of General Manager (Tech), recommendations of Tender Evaluation Committee and Procurement & Disposal Committee of the Board, approval for the procurement of 850 No. (425x2) 100 kVA Transformers from M/s Transfo Power (Lot-II) @ Rs. 640000/- each & M/s Hammad Engineering (Lot-I) @ Rs. 639300/- each amounting to Rs. 543.703 million (excluding 17% GST & testing charges from Rawat) against Tender No. 198/22 opened on 08.03.2022 is hereby accorded.

Resolution

183-BOD-R31 **RESOLVED** that considering the request of General Manager (Tech), recommendations of Tender Evaluation Committee and Procurement & Disposal Committee of the Board, approval for the procurement of 750 No. (375x2) 200 kVA Transformers from M/s Transfo Power (Lot-II) @ Rs. 1047525/- each & M/s Synergy Elektrik (Lot-I) @ Rs. 1030000/- each amounting to Rs. 779.072 million (excluding 17% GST & testing charges from Rawat) against Tender No. 199/22 opened on 08.03.2022 is hereby accorded.

Note:-

The resolutions are based on the following confirmations by the management of MEPCO.

- a. No material information has been withheld and the working paper represents all facts of the case.
- b. All legal and codal formalities have been complied with.
- c. That there is no conflict of interest of any member/Officer of MEPCO.
- d. MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e. Technical and financial evaluation of the bid submitted for the said procurement have been carried out correctly on the basis of true facts of each bid submitted by the bidders.
- f. Previously, there is no issue on supplier side from which this procurement is being made.
- g. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- h. The procurement will be in accordance with the approved financial budget and procurement plan.
- i. Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- j. The recommendations of Bid Evaluation Committee are unconditional and no grievances have been received from any Bidder.
- k. Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences. 

AGENDA ITEM NO. 10-b

1. Administrative approval of electrical estimate for construction of 4th 40MVA Power Transformer Bay (T-4) and 11KV Capacitor Bank at 132KV Grid Station Arifwala under STG own resources head.

With the permission of Chair, the agenda was presented by Chief Engineer (Dev) PMU. He apprised the Board that matter regarding admin approval of electrical estimate for construction of 4th 40MVA Power Transformer Bay (T-4) and 11KV Capacitor Bank at 132KV Grid Station Arifwala under STG own resources head was presented to Policy, Strategy & Market Reforms Committee, wherein the Committee has recommended the Board to accord its administrative approval of electrical estimate for construction of 4th 40MVA Power Transformer Bay (T-4) and 11KV Capacitor Bank at 132KV Grid Station Arifwala under STG own resources head.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R32 RESOLVED that considering the request of Chief Engineer (Dev) PMU, recommendations of Policy, Strategy & Market Reforms Committee of the Board, administrative approval of the tentative electrical estimate amounting to Rs. 73,790,109/- for the construction of the following works under STG own resources head to cope with the overloading problem of Arifwala Grid Station is hereby accorded.

- i. Construction of 4th Power Transformer bay with 40MVA Power Transformer.
- ii. Construction of 11-KV Capacitor Bank for 4th 40MVA Power Transformer.

The resolution is based on the following confirmations by the management of MEPCO.

- a. No material information has been withheld and the working paper represents all facts of the case.
- b. All legal and codal formalities have been complied with.
- c. That there is no conflict of interest of any member/Officer of MEPCO.
- d. Technical and financial evaluation of case has been carried out correctly on the basis of true facts of each bid submitted by the bidders.
- e. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- f. Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- g. Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

2. Admin / formal approval for execution of STG projects F.Y 2021-22 along with admin approval of the estimate of 07 No. augmentation works.

With the permission of Chair, the agenda was presented by Chief Engineer (Dev) PMU. He apprised the Board that matter regarding admin approval for execution of STG projects F.Y 2021-22 along with admin approval of the estimate of 07 No. augmentation works, estimates of 02 No. addition of 4th power transformers bay and estimates of 01 No. addition of 3rd power transformers bay & 01 No. augmentation of power transformer from 26MVA to 40MVA was presented to Policy, Strategy & Market Reforms Committee, wherein the Committee has recommended the Board to accord its administrative approval for execution of STG projects F.Y 2021-22 along with admin approval of the estimate of 07 No. augmentation works, estimates of 02 No. addition of 4th power transformers bay and estimates of 01 No. addition of 3rd power transformers bay & 01 No. augmentation of power transformer from 26MVA to 40MVA.

After due consideration, the Board resolved as follows. 

Resolution

183-BOD-R33 **RESOLVED** that considering the request of Chief Engineer (Dev) PMU, recommendations of Policy, Strategy & Market Reforms Committee of the Board, administrative approval of execution of STG projects F.Y 2021-22 along with administrative approval of the estimate of 07 No. augmentation works, estimates of 02 No. addition of 4th power transformers bay and estimates of 01 No. addition of 3rd power transformers bay & 01 No. augmentation of power transformer from 26MVA to 40MVA is hereby accorded.

The resolution is based on the following confirmations by the management of MEPCO.

- a. No material information has been withheld and the working paper represents all facts of the case.
- b. All legal and codal formalities have been complied with.
- c. That there is no conflict of interest of any member/Officer of the MEPCO.
- d. MEPCO has complied with the PPRA rules and procedures related to such procurement.
- e. Technical and financial evaluation of the case submitted has been carried out correctly on the basis of true facts.
- f. There is no violation of SOPs of MEPCO for environmental and social safeguard.
- g. Certified that the case has been checked by the sponsoring officer and is complete in all respect for consideration of Board of Directors, MEPCO.
- h. Any misstatement of the facts and figures in the working paper would make MEPCO management liable for the consequences.

3. Approval for MEPCO-GSC-44: procurement of equipment, design, supply, installation, testing & commissioning on turnkey basis under MEPCO own resources at (Lot-1): 132 KV D/C T/line from KotAddu G/S– Kot Sultan G/S - Layyah G/S (Rail, 60KM).

With the permission of the Chair, the agenda was presented by Chief Engineer (Dev) PMU. He intimated the Board that work of subjected Transmission Lines was awarded to M/S China Petroleum Pipeline on turnkey basis under MEPCO's own resources. Later on, different issues were faced in design which were properly analyzed by this office and due process was exhausted to address these issues under rules. He informed the Board that his office has carried out analysis keeping in view the additional quantities of special type foundations in contrast with NTDC Design type foundations alongwith rates based on Pakistan Bureau of Statistics for October-2021 for special type foundation. He showed his satisfaction that claim of the firm for additional amount of Rs. 26.229 Million is justified. He further apprised that variance as compared to actual contract defined amount is less than 15%, so as per Book of Financial Powers; the matter falls under the competency of CEO MEPCO. As the original contract was awarded with the approval of Board so the matter is being presented only for the information of the Board and additional amount will be paid to the firm with the approval of CEO MEPCO being Competent Authority.

The Board noted the briefing of Chief Engineer (Development) with the direction to proceed further in this matter as per Department Rules / SOPs in vogue.

4. Approval of External Electrification of Etihad Garden Housing Society (Block A B C) Rahim Yar Khan in the direction of High Court Multan.

With the permission of the Chair, the agenda was presented by General Manager (Tech). He apprised the Board that matter regarding external electrification of Etihad Garden Housing Society (Block A B C) Rahim Yar Khan in the direction of High Court Multan was presented to Policy, Strategy & Market Reforms Committee, wherein the Committee referred the case to Board with the comments

that the management has not furnished anything new which provides reason to undo/reconsider the earlier decision of Board.

After due reconsideration in view of direction of Honorable High Court Multan, the Board endorsed the recommendations of PSM Committee and resolved as follows.

Resolution

183-BOD-R34 RESOLVED that considering the direction of Honorable High Court Multan to reconsider the case and recommendations of Policy, Strategy & Market Reforms Committee of the Board, the earlier decision of Board is upheld as management has not furnished anything new which provides reason to undo/reconsider the earlier decision of Board.

AGENDA ITEM NO. 10-c

1. Approval for publication of revised advertisement for hiring of Chief HSE Officer.

With the permission of Chair, the agenda was presented by Director General (HR & Admin). He apprised the Board that as per approval accorded by MEPCO BOD in its 178th meeting held on 30.11.2021, advertisement of 05 No. posts of various categories including Chief (HSE) Officer were published separately in daily newspapers on 16.12.2021. A Scrutiny Committee constituted vide office order No. 48-IC dated: 03.01.2022 to scrutinized / screened out the applications received for 05 No. posts of various categories including Chief (HSE) Officer. The interviews were conducted by 9th HR & Nomination Committee on 26.02.2022 at Lahore. Now, MEPCO BOD in its 182nd meeting held on 12.03.2022 through Circular Resolution No. 01/2022 has resolved to re-advertise the post of Chief (HSE) Officer with revised advertisement duly vetted by respective Committee and approval of Board. Health, Safety, Environment, Quality Assurance & Customer Services Committee of MEPCO BOD in its 10th meeting held on 15.04.2022 has reviewed and vetted the advertisement for appointment of Chief (HSE) Officer. Draft advertisement for the post of Chief (HSE) Officer recommended by HSEQA&CS Committee was presented to Board for its consideration. Minor amendments were proposed by members which were noted by management for compliance.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R35 RESOLVED that considering the request of Director General (HR & Admin), recommendations of Health, Safety, Environment, Quality Assurance & Customer Services Committee of the Board, approval for publication of revised advertisement for the post of Chief (HSE) Officer is hereby accorded.

2. Approval for hiring of HSE consultant.

With the permission of Chair, the agenda was presented by Director General (HR & Admin). He apprised the Board that in the light of MEPCO BOD directions passed in 178th meeting held on 30.11.2021, NESPAK was contacted for providing HSE Consultancy Services vide letter dated: 24.12.2021. NESPAK showed its willingness to provide HSE Consultancy Services to MEPCO against charges/rate of Rs. 70,00,000/- vide letter dated: 03.01.2022. NESPAK was again approached vide this office letter dated: 06.01.2022 to revise / amend the rate at par with GEPCO i.e. Rs. 5204845/-. Vice President NESPAK vide his letter dated: 18.01.2022 offered discounted rate of Rs. 65,00,000/- with the justification that administrative jurisdiction of MEPCO is much larger than GEPCO, which is fully justified and based on the quantum of work.

The matter was again taken-up with NESPAK to review again for more rational rate vide letter dated: 21.01.2022. NESPAK has given detailed briefing on 03.02.2022 at MEPCO H/Qs Multan regarding provision of consultancy services to develop & implement HSE Management System and also provided draft copy of contract for Consultancy Services of HSE between MEPCO and NESPAK. This draft contract was sent to Director (HSE) MEPCO for comments / suggestions vide this office letter dated: 11.02.2022, for which reply has been received vide his letter

dated: 17.02.2022. The copy of draft contract, TORs of HSE Consultant and comments offered by Director (HSE) MEPCO was sent to Director (Legal) MEPCO vide letter dated: 28.02.2022 for vetting the same, which now has been received duly vetted.

HSEQA&CS Committee in its 8th meeting vide direction No. 2-HSE&QAC-D-14 has desired to submit progress of draft contract and TORs to be signed between MEPCO and NESPAK after vetting from Director (Legal) MEPCO. As per directions of MEPCO BOD passed in 178th meeting held on 30.11.2021, the Agenda Item regarding hiring of HSE Consultant was presented in 10th HR & Nomination Committee meeting held on 10.04.2022 and HR & Nomination Committee directed to submit the case to Procurement & Disposal Committee of MEPCO BOD. However, HSEQA &CS Committee in its 10th meeting held on 15.04.2022 has desired to submit the matter in BOD for approval.


In view of above, MEPCO BOD was requested to accord its approval for hiring the HSE Consultancy Services of NESPAK @ Rs. 65,00,000/- and agreement may be signed with the NESPAK for providing HSE Consultancy Services to MEPCO.

After due consideration, the Board resolved as follows.

Resolution

183-BOD-R36 RESOLVED that considering the request of Director General (HR & Admin), recommendations of Health, Safety, Environment, Quality Assurance & Customer Services Committee of the Board, approval for hiring the HSE Consultancy Services of NESPAK @ Rs. 65,00,000/- and for signing of agreement with NESPAK for providing HSE Consultancy Services to MEPCO is hereby accorded.

The meeting ended with thanks to and from the chair.


(Engr. Sajid Yaqoob)
Company Secretary MEPCO



MULTAN ELECTRIC POWER COMPANY LIMITED

Deputation Policy-2022

&

Inter Company Transfer on Wedlock Basis

(For Female employees only)

DEPUTATION POLICY:

Title:-

This policy may be called as "MEPCO Deputation Policy-2022".

Commencement & Applicability:-

This policy will come into effect from the date of notification issued by Company Secretary MEPCO after its approval from Competent Authority i.e. MEPCO BOD. This policy shall apply to all regular MEPCO employees only. After commencement of this policy, all the rules governed by PEPCO, WAPDA and other Authorities will be superseded.

Deputation Abroad

1. GENERAL CONDITIONS

- (a) MEPCO employees will normally apply against the Government posts advertised by the Bureau of Emigration and Overseas Employment Corporation:
- (b) They can also apply for posts with Government controlled organizations advertised even by private recruiting agencies.
- (c) They will also be eligible to apply for posts advertised by the Government/Semi Government Departments and Autonomous Bodies.
- (d) An employee who receives a direct offer from a Government/ Semi Government department; or an Autonomous Body can also be allowed deputation abroad.
- (e) MEPCO employees shall be eligible to apply for deputation with Engineering Consultants abroad having no contractual affiliation with MEPCO.
- (f) Generally, MEPCO employees may seek employment in private organizations outside the country.
- (g) However, in case such an offer is received, the competent authority may consider a request for deputation strictly on merit.
- (h) If the request is not accepted, then the employee will resign from MEPCO service;
- (i) Its acceptance will not be delayed or withheld unreasonably by the competent authority.



2. Competent Authorities

Request for deputation shall be forwarded through proper channel. Permission to forward applications and approval of deputation abroad will be given by the following officers keeping in view the availability of the employee and the interest of Company. The deputation for a maximum period of 3 x years will be granted by following authorities:-

(i)	For employees in BPS-1 to 16	Chief Executive Officer
(ii)	For officers working in BPS-17 & 18 only	Board of Directors, MEPCO.

Note: - The maximum period for deputation will be 03 x years only during entire service, which will be non-extendable.

3. Eligibility and Deputation Period

- A. (i) Employees with bad service record will not be considered for deputation abroad:
 - (ii) No enquiry / disciplinary case is pending
 - (iii) No penalty under E&D Rules has been imposed on him during last 3 – years less minor penalty of “Censure”.
 - (iv) No adverse remarks have been communicated in the PER / ACR during last 3 years.
- B. Employees with less than three years of service (on regular basis) shall not be eligible to apply for deputation.
- C. Permissible deputation period for MEPCO employee is maximum upto 03 years during entire service.
- D. The employee who has executed a bond for a specified period shall not be eligible to apply for deputation abroad before he has rendered the minimum service prescribed in the bond. However, where an employee wants to go on deputation abroad during the bond period, his case may be considered provided the bond money is paid for the remaining bond period on prorata basis.
- E. Following preventive measures should be adopted while processing the foreign deputation cases of the employees with the special attention in the countries like Canada, USA, Britain, European Union and Australia etc: -
 - i. The offer of employment from foreign employer provided by the employee must be got verified from the concerned foreign company secretly through authentic source of electronic media such as telephone/video call and email, etc without involving the employee seeking deputation.



- ii. Get verification from borrowing Foreign Company annually that the employee is still working there physically through confidential electronic media.
 - iii. At the time of processing foreign deputation cases, embassy of the respective country should also be taken on board and it should be ensured that the employee is not proceeding to that country on immigration visa.
 - iv. All the above correspondence should be made confidentially without involving the employee concerned and the staff of the respective office.
- F. If at any belated stage such maneuvering is pointed out, the concerned deputationist and the dealing office will be held responsible and action under relevant disciplinary rules will be initiated against them.

4.

Seniority and Promotion

- A. A MEPCO employee on deputation abroad will be considered for promotion only after he resumes duty on return in MEPCO and earns a Performance Evaluation Report (PER) / ACR for full one year.
- B. An employee who is falling within promotion zone will be given due intimation to return to MEPCO, so that he can earn at least one full year PER / ACR before his case comes up for consideration by the respective promotion Board.
- C. PER / ACR of employees for the period they remain on deputation to the foreign Govt./International Agencies etc. will not be called and the work and performance of such employees will be deemed to be good as long they continue to work in these organization.
- D. If an employee returns to MEPCO, he will be considered for promotion in normal course. If he does not return in response to an intimation by MEPCO, his case will be deferred till he returns to MEPCO on completion of deputation period, and earns PER / ACR on his work and conduct for full one year after he resumes duty. If approved for promotion, he will regain his original seniority.



5. Other Conditions

- A. Employee will submit an affidavit to the effect that he / she will forgo his / her pensionary benefits on account of not returning back after completion of deputation period and shall be penalized as per E&D Rules.
- B. Employees on deputation shall resume duty at the end of the approved deputation period.
- C. On Expiry of deputation period, if the Officer / Official fails to report back for duty within 02 months, disciplinary action under E&D rules will automatically be initiated without issuance of any notice.
- D. MEPCO employees will be paid salary till the date they are relieved for proceeding on deputation and with effect from the date they report back for duty.
- F. Borrowing organization/departments or the employee shall pay / remit the pension contribution, EPF/GPF, WWF and GLI for the period of deputation on yearly basis at the salary admissible to the employee in MEPCO.
- G. The contribution will be paid in the currency in which the employee draws his salary abroad and after one year borrowing agency shall certify that the employee is still working in the same organization.
- H. In addition to contribution mentioned in sub para – F above, the employee concerned shall pay an amount as foreign contribution in foreign currency in which he is receiving salary equivalent to U.S. Dollars given below per month on annual basis:-

Basic Pay Scale		Rate of employees on deputation abroad with Govt. Organizations.	Rate of employees on deputation abroad with private organization/ firm
(i)	BPS-18	US\$ 200/- P/month	US\$ 250/- P/month
(ii)	BPS-17	US\$ 175/- P/month	US\$ 200/- P/month
(iii)	BPS-16	US\$ 150/- P/month	US\$ 175/- P/month
(iv)	BPS-15	US\$ 120/- P/month	US\$ 150/- P/month
(v)	BPS-14	US\$ 100/- P/month	US\$ 125/- P/month
(vi)	BPS-11 – 13	US\$ 70/- P/month	US\$ 90/- P/month
(vii)	Others	US\$ 50/- P/month	US\$ 75/- P/month

Enhanced Rate/Ratio

(viii)	2 nd Year	Amount of 1 st Year + 10%
(ix)	3 rd Year	Amount of 2 nd Year + 15%

- I. The above amount shall be remitted to the Finance Director MEPCO Multan annually during deputation period.
- J. The employee who fails to remit the same after one year, his deputation shall be liable to be cancelled and he / she will be directed to report back for duty in MEPCO.
- K. The leave terms of the employee during the period of his deputation will be regulated according to the rules of, or the terms and conditions offered by, the borrowing Government/ Organization.
- L. The leave terms of the employee during the period of his deputation will be regulated according to the rules of, or the terms and conditions offered by the borrowing Government/ Organization.

- M. Leave salary due in respect of such leave will be payable by the borrowing Government or Organization to the person concerned.
- N. No part of leave earned by him during the period of foreign service will be credited to his leave account with MEPCO nor will any liability in respect of leave salary on account of such leave devolve on MEPCO.
- O. MEPCO will not recover any leave salary contribution from the borrowing Government / Organization or the employee.
- P. On the expiry of approved deputation period, the employee will report his arrival in MEPCO and a certificate will be obtained within a period of one month from Finance Director MEPCO Multan to the effect that foreign contribution, pensionary contribution, EPF/GPF, WWF and GLI has been paid in full by the employee and issuance of this certificate will not be delayed by the office of Finance Director, MEPCO.
- Q. The employees who have been allotted MEPCO / acquired accommodation will be required to vacate the same before proceeding on deputation.
- R. During the period of deputation, MEPCO employees will not be entitled to free supply of electricity.

Local Deputation

1. General Conditions

- (i) MEPCO employees will be allowed deputation within the country against relevant posts following organization:-
- (a) DISCOs / NTDC / GENCOs/ PPMC / WAPDA
 - (b) Government Department
 - (c) Semi Government Departments
 - (d) Autonomous Bodies

2. Competent authorities

Request for deputation shall be forwarded through proper channel. Permission to forward applications and approval of deputation will be given by the following competent authorities keeping in view the availability of the employee and the interest of MEPCO. The deputation for a maximum period of 3 x years will be granted by following authorities:-

(i)	For employees in BPS-1 to 16	Chief Executive Officer
(ii)	For officers working on the posts carrying BPS-17 to 18	Board of Directors, MEPCO.

Note: - The maximum period for deputation will be 3 x years only during entire service, which will be non-extendable.



3. Eligibility and Deputation Period

- A. Employees with bad service record will not be considered for deputation as well as following criteria will be observed:-
 - (i) No enquiry / disciplinary case is pending
 - (ii) No penalty under E&D Rules has been imposed on him during last 3 years less minor penalty of "Censure".
 - (iii) No adverse remarks have been communicated in the PER / ACR during last 3 years.
- B. MEPCO employees with less than three years of service (on regular basis) shall not be eligible to apply for deputation.
- C. The deputation for a period of 3 x years will be granted by concerned Competent Authority.
- D. On completion of the maximum period of 3 x years both the lending and borrowing organization should ensure the immediate repatriation of the deputationist.

4. Seniority, Promotion and Benefits.

- A. A MEPCO employee on deputation within the country, who is falling within the promotion zone, will be given due intimation and asked to return to MEPCO well before his case comes up for consideration for promotion.
- B. He will be considered for promotion by the respective Selection Board in accordance with his position in the seniority list and also with reference to the work and conduct / PER / ACR in the borrowing department.
- C. The actual promotion will take place only when he rejoins MEPCO. Notwithstanding this provision, proforma promotion (promotion in absentia) may be allowed to such an employee, if his junior is promoted in MEPCO and the employee's retention on deputation within Pakistan, is considered to be in the interest of the work.
- D. After completion of 3 x years of deputation, the deputationist shall apply / opt for permanent absorption to borrowing organization. Such cases will be submitted to relevant competent authority for approval.
- E. A scrutiny committee will scrutinize the case as well as conduct the interview of the deputationist before permanent absorption after completion of 3x years deputation period and recommend to relevant competent authority.
- F. Deputation allowance @ 20% of basic pay not exceeding to Rs. 12000/- per month will be allowed to the deputationist who were allowed deputation in MEPCO only if deputation is in the interest of Company's work. However, deputation allowance will not be allowed to the deputationist who joins MEPCO on his own free will / compassionate ground and this aspect should be clearly mentioned while issuing NOC for deputation.



- G. After three years of deputation, the borrowing agencies / departments shall be advised within reasonable time to arrange for absorption of the deputationist, provided he also opts so, and the lien with MEPCO shall be terminated.
- H. If he is unwilling to do so the Deputationist will be invariably recalled. However, it will be the duty of borrowing agency to repatriate the employee.
- I. Preferably mutual deputation cases will be considered and the deputationist may apply for permanent absorption after 3 x years satisfactory service in MEPCO.
- J. After completion of 3 x years deputation and at the time of permanent absorption, the deputationist (Officer / Official) will be interviewed by standing committee of MEPCO.

5. **Other Conditions**

- A. Employees on deputation within the country shall resume duty at the end of the approved deputation period.
- B. The employees who fail to report back on completion of their approved deputation period, disciplinary action will automatically be initiated without issuance of any notice after one month.
- C. Employees will be paid salary by MEPCO till the date they are relieved for proceeding on deputation and with effect from the date they report back for duty.
- D. During the period of deputation, the employees will not be entitled to medical facilities in respect of themselves and family members at the expense of MEPCO.
- E. Borrowing organization / departments or the employee shall remit the pension contribution, EPF/GPF, WWF and GLI for the period of deputation on yearly basis at the salary admissible to the employee in MEPCO after one year borrowing agency shall certify that the employee is still working in the same organization.
- F. The leave terms of the employee during the period of his deputation will be regulated according to the rules of, or the terms and conditions offered by the borrowing Government / Organization. Leave salary due in respect of such leave will be payable by the borrowing Government or Organization to the deputationist concerned.
- G. No part of leave earned by him during the period of deputation within the country will be credited to his leave account with MEPCO nor will any liability in respect of leave salary on account of such leave devolve on MEPCO.
- H. MEPCO will not recover any leave salary contribution from the borrowing Government / Organization or the employee.
- I. On the expiry of approved deputation period, the employee will report his arrival in MEPCO and a certificate will be obtained within a period of one



month from the Finance Directorate MEPCO to the effect that pension contribution, EPF/GPF, WWF and GLI has been paid in full by the employer. The issuance of this certificate will not be delayed by the Finance Director MEPCO Multan.

- J. The employees who have been allotted MEPCO / acquired accommodation will be required to vacate the same before proceeding on deputation.
- K. During the period of local deputation, MEPCO employee will be entitled to free supply of electricity upto the extent prescribed by MEPCO and its cost will be borne by the borrowing agency.
- L. An employee on deputation within country who is due to retire from service either on completion of 31 years of qualifying service or on attaining the age of superannuation, may draw the encashment of LPR from borrowing organization, if he continues to work during the whole period of LPR / last year of his service, without repatriation of his services.

Note:-

Not More than 03 x Nos. Engineers, 03 x Nos. Officers in Other cadres & 05 x Nos. Officials (First come, First serve basis) to be allowed deputation in a calendar year in local & deputation abroad.



Inter Company Transfer on Wedlock basis only for Female Employees

Eligibility Criteria:

- a) Female employee (Officer / Official) having minimum 05x years regular service at her credit is eligible for applying intercompany transfer on wedlock basis.
- b) NOC of borrowing / lending organization is essential.
- c) Transfer is considered only on availability of respective vacant post under sanctioned strength against direct quota.
- d) Female employee for applying this transfer must be regular employee of the following;
 - i. Government /Semi Government Departments
 - ii. Autonomous Bodies

Competent Authority:-

(i)	For employees in BPS-1 to 16	Chief Executive Officer
(ii)	For officers working on the posts carrying BPS-17&18	Board of Directors, MEPCO.

General Conditions:-

1. The transfer cases of female employees (Officer / Official) under wedlock basis should invariably be placed before competent authority for decision on case to case basis.
2. Complete scenario about physical, mental and family of the employee should be placed.
3. No contract employee should be transferred to some other organization under this policy or keeping her lien with the company.
4. Transfer order under this policy should be a speaking order containing all details like family circumstances, number of family members, precedents, etc. Any other special reason worth mentioning may also be recorded in the transfer order.
5. Service certificate, Nikah Nama (Computerized / NADRA) alongwith departmental NOC be verified before issuing the transfer order.
6. The female employee (Officer / Official) transferred will be placed at the bottom of her respective cadre seniority list from her date of arrival in the Company.
7. Pay and allowances drawn by the female employee (Officer / Official) from parent department will be protected as per rules / SOP.
8. Payment of actuarial liability for her pension shall be made by the parent organization to new organization.
9. All terms of service will be according to the governing / applicable rules of MEPCO.

